



DEPARTMENT OF THE AIR FORCE

HEADQUARTERS AIR FORCE MATERIEL COMMAND
WRIGHT-PATTERSON AIR FORCE BASE OHIO

MEMORANDUM FOR ALAFMC (COMMANDER/DIRECTOR/CHIEF)

NOV 09 2006

FROM: AFMC/CC

4375 Chidlaw Road

Wright-Patterson Air Force Base, Ohio 45433-5001

SUBJECT: Equal Opportunity Policy

1. It is AFMC policy to ensure equal opportunity for all of our personnel, both military and AF Civilian, regardless of their race, color, religion, national origin, sex, and in the case of AF Civilians, their age or disabling conditions. As we face challenges here and abroad and work to become a leaner force, it is important to continue striving toward excellence and to be Wingmen for each other, recognizing all of us bring our own experiences and perspectives to the team. Mutual respect and accountability are keys to mission success.

2. Congress has found agencies cannot run effectively if they practice or tolerate discrimination. Accordingly, we want to reiterate the AFMC policy that no form of unlawful discrimination, harassment of a sexual or non-sexual nature, reprisal or retaliation is permitted or condoned. Furthermore, legislation (Notification and Federal Employee Anti-discrimination and Retaliation Act of 2002) has been enacted to hold federal agencies accountable for violations of antidiscrimination and whistleblower protection laws. No Airman, military or civilian, should fear reporting discriminatory behavior. I will not allow reprisal or retaliation toward members for confronting such behaviors through our complaint channels or the chain of command. It is essential that this policy is clearly understood and supported at all levels within AFMC.

3. All AFMC personnel must be free to participate in, and benefit from programs and activities for which they are qualified, including but not limited to: recruitment, hiring, promotions, training, reassignments, transfers, benefits and separations. We must evaluate our personnel only on individual merit, fitness and capability—to guarantee an equitable and just climate where all our personnel can compete on a fair and level playing field.

4. Commanders, supervisors and managers must promote and protect equal opportunity through positive examples, timely education and consistent accountability of violators for their actions. I hold each and every member of AFMC responsible for support of equal opportunity laws and policies. I have zero tolerance for any form of unlawful discrimination, sexual harassment or reprisal in AFMC.

BRUCE CARLSON
General, USAF
Commander